GrummanWorld

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Conferees Prepare To Settle Budget Differences

The fiscal 1990 budget battle has moved to a new front.

This week, several panels from the full House-Senate conference committee began meeting behind closed doors to iron out differences between the House and the Senate authorization bills. The House bill includes funding for 12 new F-14D's and four EA-6B's while the Senate bill does not. The House bill also funds four E-2C's but no multiyear buy, while the Senate authorizes four E-2C's and the multiyear buy. There is no funding for the A-6 in either version. Decisions on all these programs will be made by the conferees on the conventional warfare subcommittee which will meet in the near future.

"I'm convinced that when it's all over, the F-14D and EA-6B will both be funded in the fiscal 1990 budget," said Peter Barry, Grumman Corporation vice president-Washington Operations. "The conferees are a well-informed, fair-minded group. I'm confident that the logic of continuing F-14D production while the NATF is under development will prevail."

Earlier this month, the entire Senate Armed Services Committee — 20 members — was named to serve on the conference committee. There are 36 prospective conferees from the House — 21 Democrats, 14 Republicans and one more Democrat to be named later.

The likely Democratic conferees from the House are Chairman Les Aspin (WI), Charles Bennett (FL), G.V. "Sonny" Montgomery (MI), Ronald Dellums (CA), Patricia Schroeder (CO), Beverly Byron (MD), Nicholas Mavroules (MA), Earl Hutto (FL), Ike Skelton (MO), Marvin Leath (TX), Dave McCurdy (OK), Thomas Foglietta (PA), Roy Dyson (MD), Richard Ray (GA), John Spratt (SC), George Darden (GA), George Hochbrueckner (NY), Joseph Brennan (ME), Owen Pickett (VA), Martin Lancaster (NC), and Lane Evans (IL).

The House Republicans in the conference are likely to be William Dickinson (AL), Floyd Spence (SC), Bob Stump (AZ), Jon Kyl (AZ), Larry Hopkins (KY), Robert Davis (MN), Duncan Hunter (CA), David Martin (NY), John Kasich (OH), Ben Blaz (Guam), Herbert Bateman (VA), Andy Ireland (FL), James Hansen (UT), and John Rowland (CT).

"Several representatives expected to be named to the conference are staunch advocates of keeping the F-14D production line open," said Barry. "They know that the nation needs the F-14, and that the Navy can't do its job without it. I'm sure that message will be delivered to the full conference."

Meanwhile, on September 12, the Senate Appropriations defense subcommittee approved a spending bill that closely mirrors the Senate's defense authorization bill. Neither bill contains funding for new production F-14D aircraft.

However, according to several newspaper and trade press reports, subcommittee chairman Senator Daniel Inouye of Hawaii said that the F-14D would be a very important conference item and that when the conferees are finished with the defense appropriations bill, "Senator [Alfonse] D'Amato [of N.Y.] should be smiling."

Getting The Message Out. *Over 80 percent of the Grummanites at the St. Augustine, Florida, facility recently signed letters expressing their concerns about the future of the F-14D program. The 7,760 letters were collected last week and shipped to the Florida congressional delegation by (L to R) Wendell Powell, Cecil Bateman and Antoinette Colvin.*

Grumman Wins A-10 Demonstrator Contract

The U.S. Air Force has awarded Grumman a $3.9 million contract with options for temporary modifications to an A-10 Thunderbolt II aircraft. As part of the A/OA-10 Technology Demonstrator Program, the plane will be modified to evaluate avionics equipment for potential use on A-10 close air support aircraft, OA-10 observation and forward air control aircraft, or future close air support planes.

Grumman is going to put a number of systems into the plane. Among them are the forward-looking infrared system, an automatic target handoff system, the global positioning system, an electronic moving map, a missile warning system, a cockpit management system and night vision goggles.

According to the Air Force Aeronautical Systems Division, information collected from this program will be used to support efforts such as the F-16/A-10 night attack and the A-10 Plus programs.

Grumman will start to modify the plane next January. Avionics flight testing will take place at Nellis Air Force Base, Nevada, starting in February or March.

The program is scheduled to run until the end of September 1990, and possibly into 1991 if additional funds for testing are available, according to the Air Force.

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Data Systems Division Wins NASA Contract

Grumman Data Systems has won a NASA contract to design, install and integrate a supercomputer-based system at the Johnson Space Center in Houston, Texas. The first phase of the contract is worth $11.1 million. The program will be worth $47.7 million if all the options in the five-year contract are exercised.

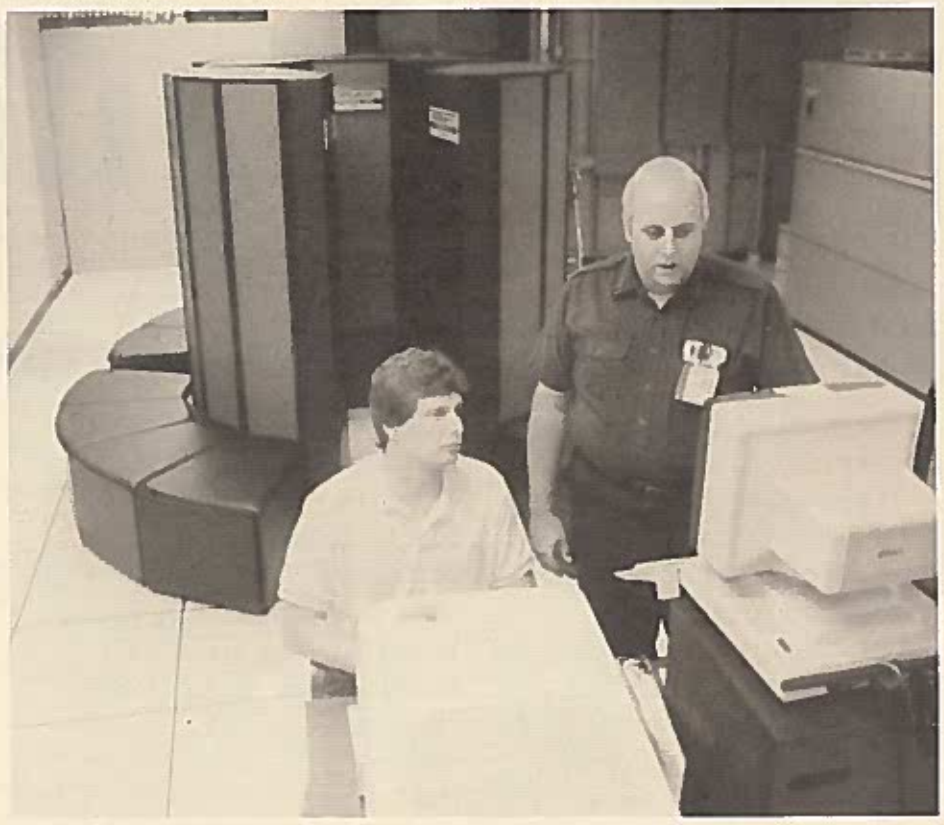
"This contract is very significant to Grumman in that it reinforces our ongoing relationship with NASA and continues Grumman's position as a leading supplier of supercomputer-based information processing systems," says Data Systems President Bob Myers.

Data Systems will manage the program, as well as provide system engineering and hardware installation services, operating systems software, network subsystems, peripherals, systems maintenance and analyst support services.

"This program will be implemented in two phases," says program director Marvin Lawley. "In the first phase, we'll do the engineering, bring the equipment in, install it, integrate it, test it, then sell off the system to the customer. In the next phase we'll support the operation with systems analysts."

Twenty-five engineers, systems analysts, programmers and technicians will work on the project during the peak of the first phase, which will last from four to six months. The first small group is already hard at work on the job at Johnson. In the support phase, the permanent staff at Houston will total about nine people.

The new system, which will be installed in Johnson's Engineering Computation Facility, will be built around a Cray X-MP-464 supercomputer, the facility's first supercomputer. It is the seventh Cray supercomputer system that Data Systems has installed. The new system will be used by a number of science and technology directorates at the center, for such projects as shuttle day-of-launch wind load computations, thermal analysis for the shuttle, space station and advanced programs, simulations and a host of other projects that demand advanced, high-speed computing.



Lots Of Experience. *Ed Seward (L) and Tim Ertl operate the Cray supercomputer used by Grummanites in Bethpage. The circular, super number-cruncher behind them is similar to the one that Data Systems will install at the Johnson Space Center. (Photo by Rich Breunig)*

Scholarship Programs Get An Overhaul

Grumman's scholarship programs are being revamped to broaden their appeal and increase the number of student participants. The changes go into effect immediately but do not affect current scholars.

The affected programs are the Grumman Science and Engineering Scholarship, offered to high school seniors, and the Aircraft Systems Division's Manufacturing/Technology Scholarship, offered to students in the middle of their college careers.

The Science and Engineering Scholarship will be replaced by the Grumman Outstanding Student Award. While the amount of individual awards will be lowered to $2,000 per year from the current $6,000, more awards will be given out — up to 45, compared to the current 12.

The Grumman Outstanding Student Award is intended for students who plan to pursue a bachelor's degree in science or technology (see box for approved curricula). It is open to Grumman dependents nationwide and Long Island high school seniors.

In addition, paid summer employment at Grumman is not mandatory. Award recipients are eligible for summer jobs, according to availability.

Another new scholarship has been created, the Grumman Future Technologist Award. It replaces the Aircraft Systems Division's Manufacturing/Technology Scholarship, which was limited to people in that division.

The Future Technologist Award is oriented toward the same engineering and technical fields as the Outstanding Student Award, but it's intended for present college sophomores or juniors, or those who plan to resume their studies.

Up to 15 Future Technologist Awards of $2,000 per year will be made. They are open to Long Island students, all Grumman employees, and dependents.

For further information, call Paul Sluiter at (516) 575-6179.

A Guide For Prospective Scholars

Program	Outstanding Student Award	Future Technologist Award
Eligibility	SAT combined scores of 1,100; in top 20 percent of class; L.I. resident or have a parent or legal guardian who is a full-time employee of Grumman (excluding company officers).	Full-time student of sophomore or junior standing, possess a technical associate's degree, or have completed sophomore year; grade point average of 3.0; L.I. resident, full-time Grumman employee, or dependent.
Fields of Study	Engineering: aerospace, computer, civil, electrical, industrial, manufacturing, mechanical Science and technology: applied math, computer science, manufacturing, materials science, physics	
Deadline	November 1, 1989	November 30, 1989

Applications for the Outstanding Student Award are available in all high school guidance offices in Nassau and Suffolk counties. Applications for either the Outstanding Student or Future Technologist Award may be obtained by writing to Grumman Corporation, Student Awards Office, A10-35, Bethpage, NY 11714.

Final Checkout. *In Building 4 in Bethpage, an E-2C Hawkeye gets its engines inspected before flight. (Photo by Bob Settles)*

Joint STARS Makes The Connection

MELBOURNE, Florida, August 24, 1989 – Grumman successfully flight tested the data link between the Joint STARS aircraft and the ground station module today.

While flying a race-track pattern off the coast of Florida, the Joint STARS E-8A aircraft used its radar to track automobile traffic in the Orlando area, more than 100 miles away. The traffic was monitored by operators in the aircraft. At the same time, the Ground Station Module, housed on a shelter aboard a five-ton Army truck, was at the Grumman Melbourne Systems facility here. The station's antenna, mounted in a 100-foot telescoping mast, sought the Joint STARS aircraft, locked onto it, and tracked it. The station received the data from the airborne E-8A, decoded it and displayed the sames images that were on the airborne screens — all in real time.

Joint STARS is being developed by Grumman for the Air Force and the Army to track the movement of enemy ground forces and allow ground commanders to use that information to manage the land battle. "The test went very well," said Engineering Director Gerry Norton. Ground station module preparations took less time than expected. "We were able to set up a successful link with the Motorola-built module within about two weeks. We had given ourselves a month to prepare for this test, but everything fell into place."

The eventual production Joint STARS systems will let ground commanders request that the plane's radar scan specific land areas. For the August 24 test flight, the airborne operators from the test team of Grummanites and Air Force personnel directed the radar. This is the down-link mode. The next test milestone for the tracking system will be a test of the up-link mode. In the up-link mode, operators at the ground station module will tell the radar where to look. Norton says that they have already proven that they can receive commands from the ground station module. They just haven't executed the commands yet. Norton says Melbourne Systems has met all its technical requirements so far and is getting ready for its next major milestone: the first flight of the fully outfitted second Joint STARS aircraft. "It's a key milestone for us," he says.

"About a year ago we and the Air Force decided to upgrade the central computer with the newest VAX militarized computer. The first flight of aircraft number two will be the first flight with the VAX computers," Norton says. The new computers are over four times more powerful than the Hawk computers they replace. The previous setup had seven Hawk computers while the new scheme has three VAX central processors.

Aircraft number one is flying with the first generation computers. It will be taken out of service and updated with the new computers once the number two aircraft is ready.

Number Two Flies

The second Joint STARS test aircraft made its first flight on August 31 at Grumman Melbourne Systems in Florida. All flight objectives were met during the two-and-one-half hour functional checkout of the plane and its avionics systems.

40,000th LLV Built

The 40,000th Long Life Vehicle (LLV) came off Grumman's Montgomery, Pennsylvania, assembly line on September 12.

"Our factory is really running smoothly. The assembly line is rolling right along at its rate of 95 trucks a day and we are selling the trucks off to the customer almost as fast as we build them," says Bob Denien, president of Allied's LLV division.

The U.S. Postal Service now operates Grumman LLVs in the 50 states and Puerto Rico. The 40,000th LLV, no. 9213459, is going to St. Paul, Minnesota.

"We have roughly another 60,000 to build under the original contract," Denien says. "We have high expectations that the Postal Service will exercise its options for another 59,000. That decision will be made at the end of 1991."

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Voyager Inventor To Give Next Lecture

Bert Rutan, inventor of the *Voyager* experimental aircraft, will be the guest speaker at the next Leroy Grumman Lecture.

The lecture will be held on Wednesday, October 4, at 4:30 p.m. in the headquarters auditorium. Rutan, now president of SCALED Composites, Inc., will speak on "Prototype Research and Development: a Revolutionary Approach."

Rutan will talk about some of the prototype methods used by his company. Today, contracting and acquisition procedures for defense research and development projects are lengthy and discourage creativity. Rutan will talk about how to change the current R&D environment to encourage technical innovation.

The Voyager was the first aircraft to circle the earth without refueling. In all, Rutan has helped develop 22 new types of aircraft. He has also worked on such projects as the 1988 America's Cup and flying surfaces for the Pegasus launch system.

To reserve a seat, call Mary Mickol at (516) 575-3766 or 8770.

Just Checking. *Gil Kelley (at L) checks data plotted by the new applications software during last week's test. Above, Stephan Kostyk (R) and Kelley discuss a point during their evaluation of software installed at the new Utica, New York, facility. (Photos by Bob Settles)*

Aircraft Systems Tests Its New Upstate NY Site

UTICA, N.Y., September 12, 1989 — When the Bethpage-developed software was tested here for the first time today, the result was a thumbs-up for Aircraft Systems' new laboratory. The facility was set up to help support Aircraft Systems in getting technology contracts and in accomplishing tasks in surveillance and battle management systems from the nearby Rome Air Development Center.

In addition to testing the applications software — the computer programs needed to do this work — here, the Grumman team checked the data link between this lab and computers back in Bethpage.

The facility was designed to do specialized computer programming and simulation work to support some of the Air Force's advanced systems projects at Rome. Aircraft Systems' new site at Utica is small. There is a permanent staff of three computer specialists, with room for another 10 or 12.

There is a growing amount of business in advanced avionics and command and control systems here. The company performed well on some early jobs and has gained visibility within the Air Force systems community from its Joint STARS and advanced technology radar work, according to Carl Micillo, director of Advanced Development.

Grumman's share has been quietly growing. The company is doing work for Rome in a number of areas, including infrared target signatures for advanced sensors, advanced radar systems concepts, advanced microprocessors and reliability/maintainability/testing for fault-tolerant designs.

"Winning technology contracts in surveillance, command and control and reliability-maintainability will help us to win production contracts in the future," says Bernie Rachowitz, Aircraft Systems' director of Technology Development and Division Computing Technical Operations. "With this new laboratory we'll be able to quickly respond to Rome Air Development Center's requirements."

A Letter On Child Care

Dear Editor:

I was very disappointed to read Bob Bradshaw's response on day care at a recent pin presentation. Yes, parents may be more comfortable leaving their children with someone they know and trust in their own neighborhood. However, this ideal situation is very difficult to find. That's why child care is now an issue.

Having day care available for employees is hardly "...getting into the day care business." National companies that offer day care facilities for a reasonable fee have found that employees prefer having their children close to work.

They avoid those out-of-the-way trips to a sitter's home for drop-off and pick-up, plus it allows employees to spend lunch hour with their children. These same companies have discovered that employee productivity is up because parents are now free to concentrate on their jobs without worrying about the children. Additionally, all those employee "no shows" because the sitter couldn't make it are eliminated. Also eliminated are those frequent phone calls "to check on the kids."

Such a day care facility is self-supporting once the initial investment is made. Grumman, as the Island's largest employer, must take positive steps toward establishing a day care facility. Other companies will follow. Let's make life on the Island a little easier so that families can afford to stay. In this way everyone benefits.

Brigitte Castellano
Data Systems
Woodbury, N.Y.

Bob Bradshaw, Grumman Corporation vice president and secretary, replies:

I would like to assure you that the coalition, of which Grumman is a participant, is considering four dependent care options. They are: expansion of family care providers and center-based care, as well as establishment of an emergency care service and an elder care information program. The coalition, Corporate Initiative for Child Care/Elder Care on Long Island, will assign priority to these options in the near future. It hopes to realize its goal in 1990.

Grumman is part of this coalition because it wants to take a positive step in day care. The huge costs of providing child care make it impossible to do it alone, even for Long Island's largest private employer. The Long Island Child Care Councils of Nassau and Suffolk put the the costs for one facility for 50 children at $79,000 in start up costs and $302,350 per year as an operating budget. In addition, there is the cost to purchase/lease and renovate the property or facility and the ongoing rent or mortgage. Grumman has many sites on Long Island. One day care facility, as you suggest, would not be sufficient. So, multiply the number of Long Island sites by the above amounts to get the total cost to Grumman.

One Long Island company does provide child care on site — CMP Publications in Manhasset. CMP has a facility for eight infants; it is heavily subsidized by the company so the employees can afford it.

Unfortunately, center-based day care is expensive on Long Island, as is the cost of living. Grumman would like to accommodate its employees but the costs are prohibitive. We will, however, pursue through the coalition ways to increase the availability of quality care for our employees. We believe this approach will cut the cost and allow us to expand care throughout Long Island.

O'Brien Calls For A Kinder, Smarter, Cleaner, Less Expensive Long Island

On September 6, Grumman Chairman John O'Brien addressed members of the Long Island Association at the Crest Hollow Country Club in Woodbury. He challanged the LIA—a 750 member business lobbying group—to make LI "kinder, smarter, cleaner, and more affordable." The following are excerpts from that speech.

George Bernard Shaw once sent Winston Churchill a note that said: "Enclosed are two tickets to the first-night performance of a play of mine. Bring a friend—if you have one."

Churchill sent back a note that said: "Dear George Bernard Shaw: I thank you very much for the invitation and the tickets. Unfortunately, I am engaged that night, but could I have tickets for the second performance—if there is one?"

Well, I'm delighted to have a chance for a second performance at the LIA. Last year I talked about all the things that I saw wrong with Long Island. If I'd known that you were going to invite me back again, I'd have saved up a couple of things to use this year.

But instead, this morning I'd like to suggest a few practical things that we, the business community, can do to make things better...

Long Island's principal economic asset has always been its quality of life. This has always been a great place to live. We have some of the world's finest beaches, open space, proximity to the cultural assets of New York City. It is an expensive place to live, as we all know, and an expensive place to do business.

Because of that, the trend here for the past decade has been away from routine manufacturing operations. But we need to *keep* the manufacturing base that we *have*. The way to do that is to concentrate on our high technology industries.

The growth in our economy will come from "think" jobs: research, engineering, design, finance; from corporate headquarters; from service industries. In order to achieve growth, we have to be able to attract the people who will fill those jobs—and they are people who can live anywhere they want.

If Long Island stops being a great place to live, our economy will suffer, too. We have to preserve the quality of life here: our future depends on it.

'We have to preserve the quality of life here'

And we've got some real quality of life issues to deal with. We can all point to high taxes, high electricity and housing prices. There's overcrowding, a garbage problem that won't quit, homelessness, illiteracy, drugs. We all know what the problems are.

So, how do we solve them? I don't have the answers, but I think I know how we might start to work on them. I'd like to tell you about a quality program we've started at Grumman, because I think we could apply some of the same principles to our problems on the Island.

The program is called GQ for Grumman Quality. It's not very complicated. We train people in problem-solving techniques and we turn them loose. They group themselves into teams to tackle problems, and they come up with solutions. They have the power to put their solutions to work.

GQ is producing results, and it's doing something else that's just as important. Now—during very difficult times for Grumman—GQ is making people feel better about themselves and their jobs; it allows them to help build a better future for themselves and for their company.

Most of GQ is just common sense. But it's proving to us that when you get people to focus on solving problems, and you give them the time to do it and make it a priority, you can really accomplish a lot.

And I think that we, the members of the LIA, could accomplish a lot, too. We could focus on some of Long Island's problems—together—and improve the quality of life here.

George Bush talked about making America a kinder, gentler place. I propose that we try to make Long Island a kinder, smarter, cleaner place. And let's make it less expensive, too.

Okay, how do we make it kinder? For starters, let's take a look at how well we take care of the United Way. There are 60,000 businesses on Long Island. Only 1,000 of them give to the United Way. We've *got* to do better than that. Two out of five Long Islanders will use a United Way-funded agency this year—whether it's a hospital, a senior citizens' center, consumer protection group, or day care. Two out of five of us will need help from the United Way—and most of us don't give anything back. That's nothing to be proud of.

'I'm proposing that the LIA form a quality action team on volunteerism'

Another estimate is that only 15 percent of Long Island companies have meaningful corporate contributions programs. It's difficult to come up with money for good causes in these times, but I'd think we could do better than 15 percent.

Corporate gifts are important—but there are other, maybe even *better* ways to give something back to the community.

One way is to foster a spirit of *volunteerism* in our employees by recognizing, rewarding and encouraging the good things they do in their communities. We can make it easy for them to volunteer by serving as the bridge between the organization and our employees.

One organization, Literacy Volunteers, trains reading tutors and matches them to adults who have reading problems. But one of the biggest difficulties for this group is getting a foot in the door of our companies in order to recruit interested employees. It costs next to nothing for a company to let them in—some posters in the hallways announcing the visit, a notice in a newsletter, and some free meeting space after hours or during lunchtime. That's all.

Next month, we're helping to fund a conference of Literacy Volunteers of America, the Nassau and Suffolk county branches. It's for tutors, students, and human service agency people.

But I have a confession to make: I don't think that Grumman, as a company, does enough of that sort of thing. Grumman *people* are terrific . . . they serve on school boards, as volunteer firefighters, as emergency medical technicians. They coach little league teams and work in soup kitchens. However, I don't think Grumman gives them enough help or recognition. And there aren't nearly enough company-sponsored volunteer efforts for them to join.I intend to change that. I'd like to see you change it in your companies, too. That's why I'm proposing that the LIA form a quality action team on volunteerism. It would provide help and information to member companies, and it would serve as a contact point for groups that need volunteer help. I'd like to call on the United Way to be a part of the team. United Way does a terrific job of finding agencies that deserve help, and of monitoring their performance. Grumman has its own employee contributions council that decides where our corporate gifts should go. And I'm sure that many of you here today have people in your own companies who are knowledgeable about volunteerism. Let's put that information together through the LIA.

An LIA quality action team on volunteerism could make a tremendous difference in the quality of life here for those who need our help.

Okay, now that we've made Long Island kinder—how do we make it smarter? By sharing the knowledge we have—and we have a lot. Congressman Tom Downey recently came up with a way for us to do that: by creating a space education center here. On July 29, Grumman held a conference for business and education leaders to discuss starting such a center.

We have 1,000 technology companies on Long Island; one out of every five Long Island employees is in a high-tech job. That's a pretty high concentration of brainpower and experience.

And here's another way we can make Long Island smarter. I believe that you and I as busi-

(Continued on page 6)

Grumman Chairman John O'Brien is interviewed by Cablevision's Channel 12 News after his September 6 speech to the LIA..

O'Brien And LIA

(Continued from page 5)

ness leaders also have a participative role to play in the schools. Now, there's been a lot written about this lately, and it has been the topic of fairly heated debate. Some educators believe that industry has no business whatsoever poking around in education. We can donate money if we'd like, but beyond that, we should leave education to the educators.

A more moderate point of view, which I subscribe to, is that there is room for schools and business to work together to enhance the education of our children. What seems *not* to work is a company that marches into a school waving a check, and says, "Okay. We're going to show you what you're doing wrong." Or a company that takes a superficial approach and then abandons a project when it has served its public relations purpose.

What *does* work is when business approaches a school and offers to explore what the school needs and what the company can do.

Grumman is working with 25 schools—each in a different way. We give teachers a first-hand look at new technologies. We bring students in for practice job interviews or to tour our facilities. Some of our people are working as mentors. Some of them go out and talk to groups of students on manufacturing technology, or on careers in engineering, or on writing computer software.

Lots of companies and organizations in the LIA are already doing this. Hofstra University, *Newsday*, Chemical Bank, Cablevision, TDK, Abraham and Straus, and many, many more are working with area schools.

But if your company or organization isn't involved in making Long Island a smarter place, give your superintendent of schools a call and find out what you can do to help.

We're going to make Long Island kinder and smarter. Now let's make it cleaner. Let's get serious about recycling.

The biggest problem for our overwhelmed landfills is newspaper. And just as Long Islanders were getting used to tying up their papers on Tuesday nights so they could be recycled on Wednesday mornings, the market for recycled newspaper has collapsed. Smithtown has gone back to dumping papers in the landfill, and Babylon is incinerating some of it.

A letter to the editor of *Newsday*, signed by Greta and Charles Hedberg of Westhampton Beach, points out that the *Suffolk Life* papers for many years have used 100 percent recycled stock. They ask why *Newsday* uses only 10 percent recycled paper.

Well, that sounds like a pretty good question to me. I've learned that when *Newsday* asks me a question, they expect an answer by the end of the day. The Hedbergs asked that question weeks ago.

Now, I recognize that this is a devilishly complex issue. It involves new mill capacity to create the economies of scale to make recycled paper competitive with virgin pulp, and creating the markets for recycled paper to justify the investments in mill capacity and—probably—government incentives to get the process started.

But we need to get on with it—before solid waste replaces the F-14 as Long Island's most valuable export product.

I'm glad to see that LIA's Bob Johnson, the publisher of *Newsday*, is taking the lead in solving this problem as a member of the Governor's task force, and I think he should get the full support of the LIA in this effort. I'd even be willing to suggest that, if the economics for re-using our daily mountain of newsprint aren't there today, then let's find a way to subsidize the cost difference between recycled paper and virgin pulp. For openers, there's the cost avoidance of shipping all our old newspapers to Michigan. Yes, Michigan—the closest still-available landfills are now in the Midwest.

I saved the toughest one for last: making Long Island less expensive. That breaks down into two issues: Shoreham and taxes.

'A regional income tax, on top of state and federal taxes, would drive business off Long Island'

The political process has had its say on the Shoreham nuclear power plant. It forced a decision that will be costly and difficult for the Island for many years to come. We, the LIA, have to make sure that mistake isn't compounded.

Don't let them tear Shoreham down!

The Governor believes that destroying Shoreham will cost less than mothballing it. But that all depends on what you mean by mothballing it. In the Governor's study, it means maintaining the plant in a state of readiness: keeping Shoreham prepared for full operation at short notice. Obviously, that's pretty expensive.

It's also unnecessary. I don't think we should define mothballing that way. It seems to me that all we need is a padlock, a guard and a Doberman pinscher—but I will accept that my view may be the simplistic extreme.

'We should replace our frantic effort to expand with a careful effort to improve'

The people who want to tear it down don't have economy in mind. All they want to do is make sure that Shoreham never, ever operates.

Well, maybe it never will. But we should keep our options open.

One thing we know for sure is that technology always advances. We may be a short distance away from a technology that is *indisputably* fail-safe—and, incidentally, one that won't pollute the air and destroy the ozone the way fossil fuel plants will. We spent $5.5 *billion* on Shoreham. Knocking it down is an unconscionable waste.

Okay, taxes. I guess I'm going to have to risk making the Governor angry again . . . 1990 is to be the last year in a planned four-year personal tax cut, but the governor is talking about possibly deferring the cut for that year. Of course, we all understand that, in the language of politics, "defer" means "eliminate." He is referring to the cuts as "giveaways for the wealthiest among us." That just isn't true. Middle income taxpayers—people who are knocking themselves out to pay mortgages and send children to college—need and deserve that tax cut. Even with the promised reduction, New York's income tax is more than two-and-a-half times as high as the average of our neighboring states.

The state *isn't* facing a massive deficit, as it was reported to be last year, and there has been steady growth in personal income tax revenues. The problem is that there has also been steady growth in the state's budget. Since 1982, during a period when inflation increased 28 percent, state government spending has grown a whopping 89 percent. This year, which was billed as an austerity year, the state spending increased eight per cent—almost twice the inflation rate.

As the Long Island Association, we have to tell the Governor this: tax cuts aren't the problem. *Spending is!*

Last year I remarked that, with 680 governmental entities empowered to raise taxes, we were the most governed people outside the Soviet Union. Well, in the past year, the Soviet Union has made some nice progress. We, unfortunately, have not.

Now the state is also trying to palm off some of its responsibilities onto the counties—such as some school programs and some health care costs. The counties are unprepared for this.

The counties already have taxpayer revolts to deal with. Long Islanders are demanding that local government cut spending in order to control property taxes, which are becoming more and more unbearable.

But instead of looking at ways to control spending, and finding a way to fix the obvious inequities in the property tax system, both Nassau and Suffolk counties are exploring a regional income tax to replace the property tax.

Nobody's actually supporting this idea yet, but it *is* getting a lot of interest because it looks like a quick fix. To every member of the LIA, the idea of a regional income tax should feel like a hand around your throat. A regional income tax, on top of state and federal taxes, would drive business off Long Island. It's another burden that we don't need, and ultimately can't support. So let's find a way to make the property tax system fair and responsive. And let's find a way to cut government spending.

Let's take a look at where the money's going, and where the waste and duplication are. Why not a quality program, just like the ones that are working in business? Get the government employees of Nassau and Suffolk—the people who actually do the jobs—to analyze the services and how they're delivered, and then figure out how to do a better job for less.

The Island has probably grown as much as it should for a while. Just a few years ago, it seemed that there was no limit to the expansion of our economy. We have been very lucky. We've increased employment for 14 years in a row. But that picture has changed. We lost jobs this year, although our unemployment level is still only about four percent, compared with over five nationwide. Home prices are soft, there's a real surplus of office space, new hotels have discouraging rates of vacancy. There's no doubt about it: our economy has slowed down.

Well, it couldn't last forever. But I don't think it's the end of the world. In fact, we should look at it as an opportunity. We should replace our frantic effort to expand with a careful effort to improve. We don't have to make it bigger anymore, we just have to make it better! We have to pay more attention to the quality of life here. We have to make Long Island kinder. We have to make it smarter. We have to make it cleaner.And we have to make it affordable for the people who've made Long Island a wonderful place to live.

They Keep Grumman's House In Order

Just by being in business, Grumman is a landlord of millions of square feet of real estate, housing thousands of tenants. To provide a single point of contact for facilities services, Grumman recently created the position of building manager.

You may have already called this person if your light bulb was flickering or the climate control was turning your office into a refrigerator. But building managers are not the "supers" of years ago. They know all about safety and environmental regulations, keep budgets and statistics, evaluate occupant requests in keeping with corporate goals and, sometimes, mediate disputes between occupants.

"The position was created to correct previous deficiencies in providing building and tenant services," says Rick Pravednekow, manager of Building Management. "Before we created this position, we had several people in each building responsible for different aspects of the work: an administrator, facilities engineer, the maintenence superintendent, plant manager, or somebody else. Each performed specific services and had to be contacted individually.

"Building managers oversee the entire range of activities," says Pravednekow. "They must act as if the facility were their own house."

"The building manager's position is new to Grumman but not new to the field of facilities and real estate management," says Erwin McCalla, vice president-Facilities Management. "Building managers are not the 'supers' of years ago. They are the operations project managers of today."

Ultimately, the building manager will keep records of building population, square footage, computer and telephone equipment, lab utilization, and expenditures. This will enable the company to better track the cost of running a facility."That way, we will know where costs lie in operating a building — and whether it might be more cost effective to do something differently," he says.

But building managers are not purely cost cutters. "In a real estate firm, the superintendent is concerned with keeping costs down," says McCalla. "That is not our sole intention. Our function is also to provide the best service.

"Most of all, we want to ensure that a building retains its value," says McCalla. "That encompasses care and maintenance, system upkeep, and establishing financial operating costs."

Top Of Calverton. *George Bush and Jack Martinico inspect the roof and tower of Building 7 in Calverton. (Photo by Gerry Costello)*

The department's goal is to assign a manager to every building on Long Island by year end, including offices Grumman shares with other companies. "We will have 26 people on board," says McCalla. "There are 10 now in this role — the rest are in other Facilities assignments. Eventually, off-Long Island buildings will have managers as well."

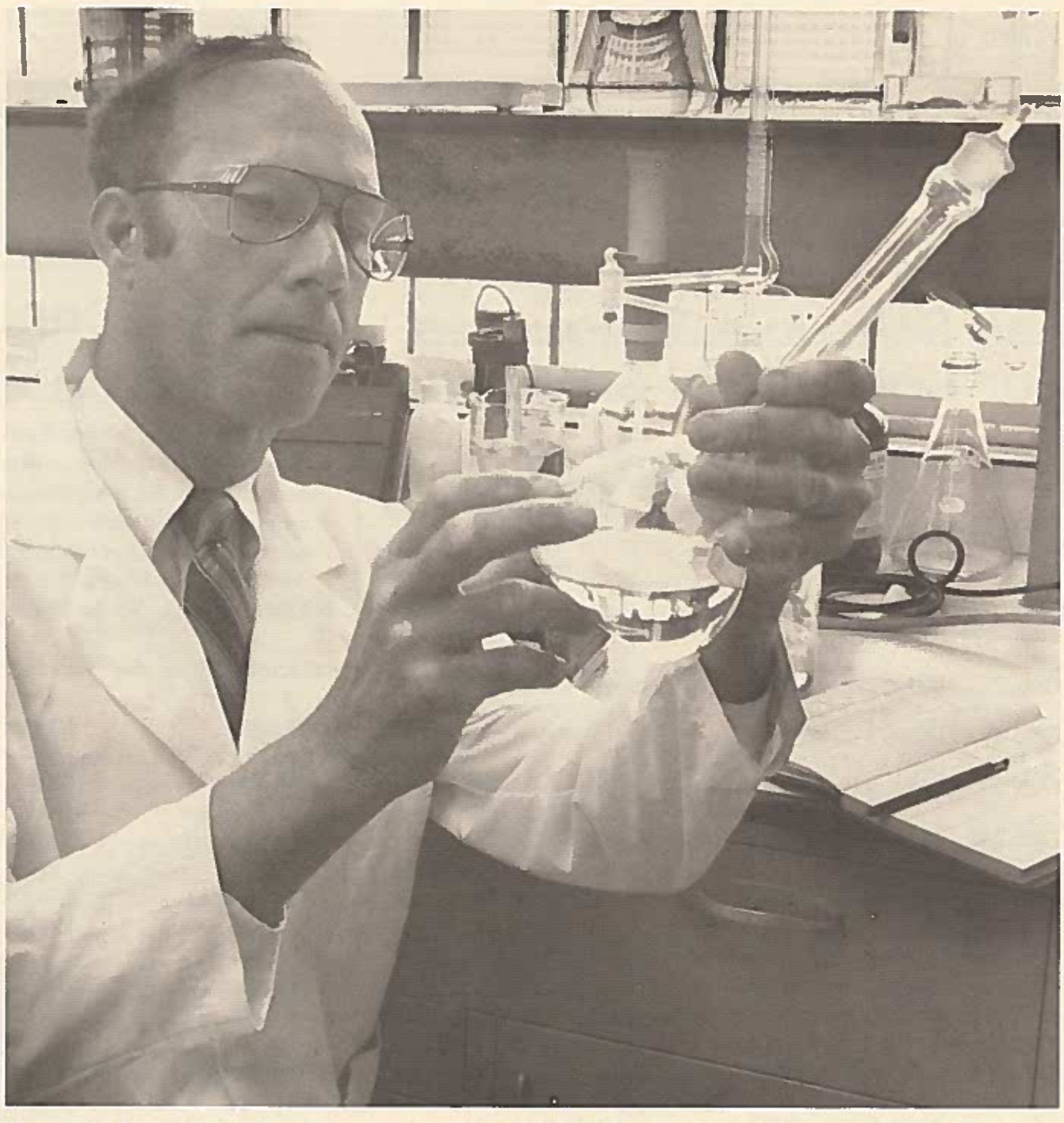
Facilities Management is now beefing up Grumman's emergency evacuation procedures. In the last few weeks, evacuation maps have gone up in various buildings. Elevators now have signs saying whether they can operate on emergency power. Floor captains have been assigned, based on Grumman's network of United Way coordinators.

One of these new managers is George Bush, who keeps Building 7 in Calverton running smoothly. "You oversee everything from general housekeeping to meeting the facilities requirements of highly technical people," says Bush, who previously was assistant chief facilities engineer. "You don't find that kind of variety in many jobs."

Bush's crew recently solved a complicated problem. On a recent weekend, steam and electricity for the plant had to be shut down to permit the installation of some new manufacturing equipment.

However, to keep deliveries of the F-14 on schedule, the aircraft had to be flight tested that weekend. Furthermore, Grumman's complex Automatic Telemetry System (ATS) had to be on-line to monitor the flights.

"We rented portable generators for the weekend, which supplied the ATS with power," says Bush. "It was the first time that was ever done. It gave us great satisfaction to see the plane fly and know we had a part in making it happen."



Process Makes Perfect. *Bruce Driver, a chemist for the Quality Control lab in Bethpage's Building 12, checks the acid content of a deoxidizing solution. In Grumman's manufacturing facilities, various processes put protective coatings on aircraft parts. The chemical solution in each must meet certain specifications, according to the part and the customer. Such solutions must be checked daily. (Photo by Bob Settles)*

Seminar Series Stresses Wellness

Grumman's Benefits and Medical departments have put together another series of wellness seminars for Grummanites.

"Wellness" is a term used by insurance and health professionals to describe the state of being well. The wellness seminars help people learn the steps they can take to reduce the risk of serious illness. The seminars are being sponsored by the health maintenance organizations (HMOs) on Long Island that serve Grumman people.

"Wellness programs can help people stay healthy and as a result, can reduce insurance claim costs for companies," says Lynn Schiller, senior insurance administrator for Grumman's Benefits Department. "We are also trying to set up similar programs with the HMOs that serve our people off Long Island."

In addition to a repeat of the Lyme disease program held last summer, the program will include such topics as: stress, aging parents, alcoholism, and working parents. No reservations are needed.

Program	Location	Date/Time	Sponsor
Lyme Disease	GHQ	Sept. 26, 12-1 p.m.	ChoiceCare
Stress Management	GHQ	Sept. 27, 12-1 p.m.	U.S. HealthCare
You & Aging Parents	GHQ	Oct. 4, 4:30-5:30 p.m.	Empire Healthnet
Stress Management for Supervisors	Calverton	Oct. 17, 11:50-12:30 p.m.	Travelers HMO
Single Parenting	Great River	Nov. 15, 12-12:40 p.m.	Empire Healthnet
Great American SmokeOut	GHQ	Nov. 16, 12-1 p.m.	U.S. HealthCare
Effects of Alcoholism in the Family	GHQ	Dec. 6, 12-1 p.m.	U.S. HealthCare
Conflict of Working Parents	Calverton	Dec. 14, 11:50-12:30 p.m.	U.S. HealthCare

Grumman Hosts HMO Info Fairs

Next month, the Health Maintenance Organizations (HMOs) that serve Grummanites on Long Island will have information fairs at a variety of company facilities.

Here is the schedule:

Grumman Headquarters, concourse, October 10, 11, 30 and 31, 9:30 a.m. to 4:30 p.m.

Building 2 cafeteria, November 1, 9:30 a.m. to 4:30 p.m.

Building 244, buffeteria, October 12, 1:30 to 4:30 p.m.

Building 237, upstairs, October 12, 8 a.m. to 12:30 p.m.

Holtsville, cafeteria, October 13 and 16, 8 a.m. to 1 p.m

Great River, cafeteria, October 17, 9 a.m. to 4:30 p.m.

Building 110, fourth floor action center, October 18 and 19, 1 to 4 p.m.

Building 106, second floor conference room, October 26, 9:30 a.m. to 3:30 p.m.

Calverton, October 24 in the PROM building, 8 a.m. to 5 p.m.; October 25 in the Building 6 television room from 9 a.m. to 6 p.m.

Fall Schedule Announced For Cholesterol Screening

The Grumman Medical Department recently announced its fall schedule for cholesterol screening. The test costs $10. Pay by cash, VISA, MasterCard or check made payable to Top of the Line Health Industries.

Date	Location	Time
Sept. 27	Bldg. 237	1 p.m. - 4 p.m.
Oct. 2	Bldg. 12 buffeteria	11 a.m. - 2 p.m.
Oct. 3	Bldg. 3 conf. rm. C	11 a.m. - 4 p.m.
Oct. 5	Bldg. 4 hangar 2	11:30 a.m. - 2 p.m.
Oct. 24	Bldg. 1 cafeteria	11 a.m. - 4 p.m.
Oct. 25	Bldg. 5 dining rm. 3	11:30 a.m. - 2 p.m.
Oct. 26	Bldg. 113 (retirees)	9 a.m. to 2 p.m.
Oct. 31	Bldg. 6	11:50 a.m. - 12:30 p.m. 2:30 p.m. - 4:40 p.m.
Nov. 2	Bldg. 2 conf. rm.	11 a.m. - 3:30 p.m.
Nov. 13	Bldg. 43 cafeteria	11:30 a.m. - 4 p.m.
Nov. 14	Bldg. 30 cafeteria	11:30 a.m. - 2 p.m.
Nov. 20	Bldg. 35 conf. rm.	11:30 a.m. - 2 p.m.

Blood Donors To Receive Free Cholesterol Tests

Beginning in October, free cholesterol tests will be provided to all Grummanites who donate at a blood drive. The tests will be conducted by the Long Island Blood Services people who staff the Grumman blood drives. Results will be mailed to the donor's home within 10 to 14 days of the donation.

Date	Place	Time
October 3	Bldg. 12	9 a.m. - 2:30 p.m.
October 4, 5	Bldg. 5	9 a.m. - 2:30 p.m.
October 9	GHQ	9 a.m. - 2:30 p.m.
October 10	Bldg. 110	9 a.m. - 2:30 p.m.
October 12	Bldg. 249 Bohemia	9 a.m. - 2:30 p.m.
October 16	Bldg. 239 GDSI - Woodbury	9 a.m. - 2:30 p.m. 6 p.m. - 9 p.m.
October 18	GHQ	9 a.m. - 2:30 p.m.
October 20	Bldg. 247	9 a.m. - 2:30 p.m.
October 24	Bldg. 237	9 a.m. - 2:30 p.m.
October 27	Bldg. 14	9 a.m. - 2:30 p.m.

Over The Long Run, EIP Is Tough To Beat For Savings

(This is part of the continuing series on the Grumman Employee Investment Plan. Nothing is simple nowadays, so the following article is not the final word on the EIP regulations. For complete rules and regulations, contact the EIP office.)

The Grumman Employee Investment Plan (EIP) is an investor's dream. Where else can you deposit a dollar and get 50 cents for doing it?

That's no promotional gimmick. For every $1 you invest in the EIP, the company will contribute 50 cents in company stock to your account. The company match applies to the first four percent of your salary that you contribute to the EIP. In other words, for every $100 you earn, you put $4 into the EIP and the company puts $2 into your company stock account. In addition, the company match fluctuates between 50 and 100 percent according to the company's performance in the previous four quarters.

Formed in 1965, the EIP is a long-term savings plan. "It's not intended for people to make a killing in the market by taking advantage of short-term swings in market prices," says Mike DeVito, manager of the Pension and Investment plans at Grumman. "Its goal is for investors to realize a considerable financial gain over a long period of time."

Most Grummanites use the EIP to supplement their retirement income. If you are just starting your career at Grumman, retirement is the farthest thing from your mind. So why should you join? There are several good reasons:

- It's relatively painless. Deposits to the EIP are made through payroll deduction.
- You get added savings through the matching company contributions each paycheck.
- You can put your money into four different types of funds: equity securities; fixed income securities; investments in contracts which provide certain rates of interest (called the guaranteed income fund); and company stock. You can divvy up your investments, too.
- The plan is flexible; you can transfer money from one type of fund into another.
- You also have the opportunity to defer tax on all or part of your contribution, thereby reducing your income tax.
- The tax on your earnings and the appreciation of your investments can also be deferred as long as they remain in the Investment Plan.

If you want to join the EIP, you have to meet the eligibility requirements (see sidebar on this page) and you have to fill out an Investment Authorization Form (GC6445). You also have to fill out a Beneficiary Designation Form (GC8015).

You may contribute one to 14 percent (in one percent increments) of your base pay. Overtime, shift differentials, and other forms of compensation are not included in base pay. Any amount from one to four percent of your base pay is called your ordinary contribution. If you make the maximum four percent ordinary contribution, you can also invest an additional one to 10 percent of your pay as supplemental contributions. (The company matches only your ordinary contributions.) The last issue of *Grumman World* (September 8, 1989) highlighted the latest Internal Revenue Service restrictions.

There are two kinds of contributions: regular and deferred.

Regular contributions are after-tax dollars suitable for building savings for intermediate as well as long-range financial purposes. Some people might use regular contributions to save for a house or their children's college tuition because they won't have to pay taxes on the contributions if they are withdrawn. However, earnings must also be withdrawn and those *will* be taxed.

Deferred contributions are before-tax dollars and are intended for long-term investments only. These contributions provide an immediate tax advantage since they are not subject to current income tax withholding. People usually use this contribution if they plan to withdraw the EIP money when they retire and their income would be much lower and thus their tax would be lower. The federal government has very strict regulations about this type of contribution.

You can obtain more information about the Employee Investment Plan from the EIP office at mail stop C15-GHQ, (516) 575-7250. Forms are also available in all Employee Services offices.

This Will Pique Your Interest

For this example, let's assume that your basic weekly pay rate is $300. You elect to make the maximum ordinary contributions of 4 percent or $12 per week, and the company matches your contribution at a rate of 50 percent at $6 per week. That is a total weekly contribution of $18; it comes to an annual contribution of $936. The chart below shows what could happen to those $936 contributions at various rates of return, rounded to the nearest $100.

Years In Plan	Total Contributions	Total Value If Money Grows At 7%	9%	11%
5	$4,680	$5,400	$5,600	$5,800
10	9,360	12,900	14,200	15,700
15	14,040	23,500	27,500	32,200
20	18,720	38,400	47,900	60,100
25	23,400	59,200	79,300	107,100
30	28,080	88,400	127,600	186,300

Who's Eligible To Join EIP?

You are eligible to join the Employee Investment Plan after you have worked at least three months and you are not a temporary or seasonal employee. The following Grumman organizations participate in the EIP:

Grumman Corporation
Grumman Credit Corporation
Grumman International
Paumanock Development
Aircraft Systems Division
Grumman Systems Group
Corporate Services
Allied except Grumman Boats in Arkadelphia and Minong
Emergency Products (salaried only)
Grumman Data Systems
Grumman Technical Services
Grumman Space Station
Program Support Division

Personals

The Kallmeyer, Freed and Bryant families would like to extend our sincere appreciation to all of our co-workers and many friends for their sympathy, prayers, mass cards, flowers and support during the recent loss of my wife Anne. **George Kallmeyer**

We wish to thank all of our friends and co-workers at Grumman for their kind expressions of sympathy during the recent loss of our beloved father Samuel. **Fred and Shirley Robinson**

To my friends and co-workers, we deeply appreciated your support at the time of our daughter's death and we also wish to thank everyone for the retirement party and gifts. **Ed and Pauline Hurst**

My family and I sincerely wish to thank all my friends and co-workers for their concern, kind expressions of sympathy and support during the recent loss of my husband Michael. **Sarah Winston**

My family and I wish to extend our sincere appreciation and thanks to all of our Grumman friends for their kind expressions of sympathy during the recent loss of my mother. **Glenn Calev**

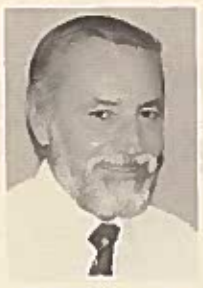
I would like to thank all my Grumman friends for their kind expressions of sympathy during the recent loss of my husband Woody. **Sima Miluschewa Winkler**

I wish to thank my co-workers for their sympathy, kindness and thoughtfulness on the recent loss of my mother. **William Siino**

My family and I wish to express our sincere thanks for all your expressions of love and kindness shown during the recent loss of my mom. We will be forever grateful. **Sharon Grosser**

Next Issue: October 13

C. R. Baxter


J. P. Benvenuto

R. A. Bergman

J. A. Bilenas

R. J. Bozza

P. E. Cavalier

T. Chow

E. M. Cook

Service Milestones

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Paul R. Dickman, Melville, Aircraft Systems
Kenneth G. VanCott, Bethpage, Aircraft Systems

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Joseph DeCarlo, Great River, Electronics Systems
Leonard Duschenchuk, Bethpage, Aircraft Systems
Frederick J. Edwards, Bethpage, Grumman Corporation
Stanley A. Hills, Stuart, Aircraft Systems
Philip J. Manitt, Bethpage, Aircraft Systems
Ali Sulton Jr., Bethpage, Aircraft Systems

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Vincent E. Morgan, Melville, Aircraft Systems
Patricia E. Newark, Melville, Aircraft Systems
Charles P. Olson, Stuart, Aircraft Systems
Harry Prodromides, Bethpage, Corporate Services

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Edward T. Albrecht, El Toro, Technical Services
John A. Bailey, Calverton, Aircraft Systems
Joseph W. Cappiello, Hicksville, Corporate Services
Douglas E. Carroll, Calverton, Aircraft Systems
Albert R. Crowell, Bethpage, Aircraft Systems
Thomas W. Dispenziere, Calverton, Aircraft Systems
Walter J. Dodel, Woodbury, Data Systems
Vladimir G. Dugandzic, Bethpage, Aircraft Systems
Alvord A. Elliott, Calverton, Aircraft Systems
James R. Kennedy, Bethpage, Aircraft Systems
Richard R. Lehecka, Philadelphia, Technical Services
Vincent P. Mackle, Bethpage, Aircraft Systems
Nicholas Maresco, Melville, Aircraft Systems

E. M. Czarneta

S. C. Danels

C. J. Deal

L. Dion

H. F. Dircks

J. H. Emilio

H. Finnick

W. P. Fitzpatrick

L. D. Francino

A. C. Frisch

T. P. Fulfaro

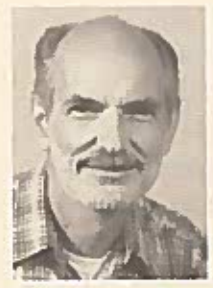
G. Feres

P. Goldblatt

R. H. Ivers

W. Jackewicz

T. F. Jenkins


P. Juszczuk

R. Kirschenheiter

T. R. Kosinski

O. Lewis

A. W. Linden

C. E. Lloyd Jr.

H. Mack

R. R. Maller

William J. Mebes, Bethpage, Aircraft Systems
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Stephen H. Alexander, Bethpage, Space Systems
Charles R. Baxter, Calverton, Aircraft Systems
John P. Benvenuto, Melbourne, Melbourne Systems
Raymond A. Bergman, Melville, Aircraft Systems
Jonas A. Bilenas, Bethpage, Aircraft Systems
Charles E. Boylan, Bethpage, Aircraft Systems
Robert J. Bozza, Titusville, Technical Services
Paul E. Cavalier, Melville, Aircraft Systems
Herbert Charnes, Melville, Aircraft Systems
Harry Chin, Hicksville, Aircraft Systems
Tingshui Chow, Bethpage, Aircraft Systems
Edward M. Cook, Stuart, Aircraft Systems
Daniel L. Cooper, Bethpage, Corporate Services
Jesse Crayton, Hicksville, Aircraft Systems
Edward M. Czarneta, Melville, Aircraft Systems
Solomon C. Danels, Melville, Aircraft Systems
Claude J. Deal, Bethpage, Aircraft Systems
Louis Dion, Reston, Space Systems
Henry F. Dircks, Bethpage, Aircraft Systems
John H. Emilio, Bethpage, Data Systems
George Feres, Milledgeville, Aircraft Systems
Helen Finnick, Bethpage, Corporate Services
William P. Fitzpatrick, Bethpage, Aircraft Systems
Lazarus D. Francino, Calverton, Aircraft Systems
Annette C. Frisch, Bethpage, Aircraft Systems
Thomas P. Fulfaro, Bethpage, Aircraft Systems
Peter Goldblatt, Melville, Aircraft Systems
Herbert J. Holzwarth, Milledgeville, Aircraft Systems
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Peter Juszczuk, Bethpage, Aircraft Systems
Richard F. Kirschenheiter, Bethpage, Data Systems
Thaddeus R. Kosinski, Bethpage, Aircraft Systems
Joseph A. Lebel, Melville, Electronics Systems
Ogeous Lewis, Bethpage, Aircraft Systems
Adolf W. Linden, Bethpage, Data Systems
Charles E. Lloyd Jr., Melville, Aircraft Systems
Harold Mack, Marathon, Allied
Robert R. Maller, Hicksville, Aircraft Systems
Richard J. Manzo, Melville, Aircraft Systems
Vincent Maone, Bethpage, Aircraft Systems

V. Maone

J. V. McCarthy

C. T. Melito

W. Merino

L. S. Metcalf

T. A. Munroe

C. S. Nathan

J. F. O'Rourke

C. W. Paravella

D. A. Pearsall

O. G. Pekar

R. P. Pelletier

F. F. Perazzo

L. J. Petersen

R. A. Petitt

E. Ruskowsky Jr.

P. Russo

K. P. Ryan

H. J. Schineller

C. J. Shaver

C. Sikalis

R. M. Skirkanich

W. J. Smrek

F. L. Sposato

G. G. Tegeler Jr.

C. F. Tilley

A. C. Vespa Jr.

S. Vlodkowsky

D. B. Webster Jr.

R. L. Whelehan

R. F. Wrobleski

G. Young

Joseph V. McCarthy, Titusville, Technical Services
Carmine T. Melito, Bethpage, Aircraft Systems
William Merino, Melville, Aircraft Systems
Lynn S. Metcalf, Bethpage, Aircraft Systems
Quentin R. Mohr, Bethpage, Aircraft Systems
Terry A. Munroe, Great River, Electronics Systems
Charles S. Nathan, Melbourne, Melbourne Systems
John F. O'Rourke, Bethpage, Aircraft Systems
Chalres W. Paravella, Great River, Electronics Systems
David A. Pearsall, Bethpage, Aircraft Systems
Octave G. Pekar, Bethpage, Aircraft Systems
Ronyl P. Pelletier, Great River, Electronics Systems
Frank F. Perazzo, Bethpage, Aircraft Systems
Louis J. Petersen, Bethpage, Aircraft Systtems
Robert A. Petitt, Bethpage, Aircraft Systems
Henry W. Poelker, Hicksville, Aircraft Systems
Edward Ruskowsky Jr., Sigonella, Technical Services
Pasquale Russo, Great River, Electronics Systems
Kevin P. Ryan, Bethpage, Aircraft Systems
Joseph H. Schineller, Bethpage, Aircraft Systems
Clifford J. Shaver, Hicksville, Aircraft Systems
Joseph W. Shipman III, Cherry Point, Technical Services
Christopher Sikalis, Bethpage, Aircraft Systems
Robert M. Skirkanich, Bethpage, Data Systems
Walter J. Smrek, Melville, Aircraft Systems
Frank A. Sorrentino, Bethpage, Corporate Services
Frank L. Sposato, Woodbury, Data Systems
George G. Tegeler Jr., Melbourne, Melbourne Systems
Charles F. Tilley, Bethpage, Aircraft Systems
Anthony C. Vespa Jr., Bethpage, Aircraft Systems
Seymour Vlodkowsky, Melville, Aircraft Systems
David B. Webster Jr., Des Plaines, Grumman Corporation
Robert L. Whelehan, Bethpage, Aircraft Systems
Raymond F. Wrobleski, Bethpage, Aircraft Systems
George Young, Bethpage, Aircraft Systems
Leonard Zambrowsky, Oak Harbor, Aircraft Systems

A Reminder

Medical, dental, and flexible spending account claims are now processed in the Travelers' Albany, N.Y., office, not in East Meadow, L.I. Medical claims should now be sent to: Travelers, P.O. Box 22010, Albany, N.Y., 12201-2010; dental claims should be sent to P.O. Box 22009. Questions should be directed to Travelers, (800) 624-1882.

Retiree Obituaries

William A. Bennett of 8 Dogwood La., Rt. l, Auburn, Georgia, died August 27, 1989. He retired in 1977.

Robert Cochrane of 615 Sunrise Ct., Palm Bay, Florida, died August 31, 1989. He retired in 1984.

John J. Ehrenfeld Jr. of 10444 Claylick Rd., Mercersburg, Pennsylvania, died August 26, 1989. He retired in 1978.

John Fish at P.O. Box 360, Newton Rest Haven, Newton, Illinois, died August 21, 1989. He retired in 1972.

Matte A. Fontana of 2 Locust Ave., East Farmingdale, N.Y., died August 23, 1989. He retired in 1977.

William H. Maken Jr. of 408 N. Gulf Blvd., Indian Rocks Beach, Florida, died August 17, 1989. He retired in 1984.

Harold Phillips of 201 St. Lucie La., Cocoa Beach, Florida, died August 28, 1989. He retired in 1977.

Frank Pita of 465 Dover St., Westbury, N.Y., died August 20, 1989. He retired in 1987.

Joseph Russak of 536 Oak St., Massapequa, N.Y., died August 24, 1989. He retired in 1985.

John J. Schinn of 4 North Howells, Bellport, N.Y., died August 25, 1989. He retired in 1971.

Harold L. Schoemmell of Pine Tree Rd., Southampton, N.Y., died September 2, 1989. He retired in 1977.

Harold E. Shaeffer of 743 Monkton Rd., Monkton, Maryland, died August 27, 1989. He retired in 1984.

Gertrude A. Tillotson of 1020 W. Oriole Cir., Barefoot Bay, Florida, died August 24, 1989. She retired in 1979.

Eileen Toomey of 36 Tuts La., South Jamesport, N.Y., died August 25, 1989. She retired in 1981.

Samuel E. Wilson of 21 Essen Dr., Amityville, N.Y., died August 20, 1989. He retired in 1982

Grummanites Help L.I. Students Apply Math Lessons To Real World

SMITHTOWN, New York — High school students here are getting a better picture of the uses of mathematics in the working world, thanks to Grumman's Partners in Education program.

For the second year in a row, four Grummanites from the Data Systems Division are serving as mathematics mentors for Smithtown High School East. The mentors speak occasionally to math classes at the school about computer and engineering careers and the relevance of mathematics to them.

The Grummanites have developed algebra and geometry problems for the students to work on — the sort encountered in the working world. They also meet with teachers periodically, after hours, to discuss real work examples that can be included in lesson plans. Eventually, mentors will do some student tutoring.

"The mission of this program is not to tell the schools what to teach, but to bring into the academic community some of our experiences," says Bill Rizzardi, Data Systems Vice President and Grumman executive sponsor of the Smithtown mentors program. "It's also just one of many such projects in the Partners in Education program."

The mentors are: Noreen Wolt, manager of Engineering Systems Support; Powell Benedict, a programmer/analyst in the Technology Department; Jeanann LoIacono, a programmer/analyst for the Corporate Research Center; and Harry Benson, a systems designer for the Corporate Research Center.

In addition to Rizzardi, Mike Pick, program director for computing services - Corporate Technology, also serves as a coordinator. All the volunteers live in the Smithtown School District. Pick, who helped start the program, was a Smithtown School Board member for 13 years and now serves on the board of Suffolk Board of Cooperative Educational Services, District 3.

Since the school year just began, this year's program isn't in full swing yet. Last spring, LoIacono spoke to an introductory computer class attended by sophomores and juniors. "I do radar analysis, which is all calculus," says LoIacono. "High school students think calculus is just theory, but it's actually used on the job."

LoIacono showed the students a videotape about the X-29 advanced technology demonstrator aircraft. "I didn't just talk about Grumman — I showed them how computerization is affecting all aspects of daily life, from the scanners at the supermarket to the circuitry in your car," says LoIacono.

Joan Fowler, who teaches advanced placement computer science at Smithtown East, says the mentor program was especially helpful in outlining good documentation techniques.

"When a computer specialist writes or revises a program, documentation must be included — what, how and why he or she did what was done. That makes the program useful — especially if that programmer moves on to another job and somebody else has to figure out how it works.

"After the talk, my class's documentation habits improved immensely," she says.

"The demonstration showed me the need for a strong computer science background," says Keith Law, a former student of Fowler's. "After hearing it, I decided to continue my computer studies."

The second part of the project — math problems — is an attempt to go beyond textbooks. Some type of mathematics is used in most aspects of the computer field, and the Grummanites have written some basic problems for students to solve. The Grummanites will also help Smithtown students and teachers on research projects for the annual Long Island Math Fair.

"The benefit to the school is to cultivate a little more interest in science and math," says Pick. "The payback to Grumman: a well-informed school can provide industry with a better-trained work force. Schools can provide Grumman with other resources, too. For instance, we're trying to get a guidance counselor in to talk to Grummanites about the college application process and financial aid."

The Partners in Education program encompasses similar science and math mentorships at a variety of schools. There are also programs for business and secretarial students. If you'd like more information, call Roseann Smith at (516) 575-6075.

Mentors. *These Grummanites are involved in a Partners in Education program at Smithtown High School East: Mike Pick, Bill Rizzardi, Powell Benedict, Jeanann LoIacono, and Harry Benson. Missing from photo: Noreen Wolt. (Photo by Marie Trimborn)*

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Art Exhibit Salutes L.I. Aerospace Roots

An art exhibit — Flight of Fancy: Long Island's Aerospace Heritage Through Art — is now open at the Firehouse Gallery at Mitchel Field in Uniondale. The gallery is on the Nassau Community College campus.

The exhibit includes the artwork of several Grumman artists from the past and the present — including Bob Whitehead of Public Affairs and Mike Gavigan of Electronics Systems. A one-quarter-scale reproduction of the Building 2 lobby mural by Victor White is also featured.

Several paintings by Wayne Davis are also on display. These paintings of World War II aircraft were used to make lithographs. Davis also painted the covers of the holiday greeting cards and birthday cards that the company used in the Forties and Fifties.

The gallery is open on Mondays from 11:30 a.m. to 4:30 p.m.; Tuesdays, Wednesdays and Thursdays, from 10:30 a.m. to 4:30 p.m. and 7 to 10 p.m.; and on Saturdays and Sundays, from 1 to 5 p.m. The art gallery is closed Fridays and college holidays. For more information, call (516) 222-7165.